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PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF FINANCE

(Finance Personnel-2 Branch)

NOTIFICATION

The 11th January, 2021

No. G.S.R.6/Const./Art.309/Amd.(10)/2021.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Civil Services Rules, Volume I, Part I, namely:-

1. (1) These rules may be called the Punjab Civil Services (Amendment) Rules, Volume-I, Part-I, 2021.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Civil Services Rules, Volume I, Part I, in rule 4.1, in sub-rule (1), after the existing provisos, for the Explanation, the following shall be substituted, namely :-

"Explanation 1.- The expression "fixed monthly emoluments" for the employees, appointed to the service before the 17th day of July, 2020 means the amount drawn monthly by a Government employee equal to the minimum of the pay band of the service or post to which he is appointed and shall not include grade pay, special pay, annual increment or any other allowance, except travelling allowance drawn with reference to the grade pay of the relevant service or post. It shall also not include any other emoluments which may be specifically classed as part of pay by the competent authority, as provided in rule 2.44(b).

Explanation 2.- The expression "fixed monthly emoluments" for the employees, appointed to the service against direct quota posts, on or after the 17th day of July, 2020 means the amount drawn monthly by the Government employee equal to the amount of relevant Level of Pay Matrix of service or post as notified by the Administrative Department concerned to which he is appointed and shall not include special pay, annual increment, or any other allowance, except travelling allowance drawn with reference to the relevant service or post. It shall

also not include any other emoluments which may be specifically classed as part of pay by the competent authority, as provided in rule 2.44 (b)."

K.A.P. SINHA, IAS,
Principal Secretary to Government of Punjab,
Department of Finance.

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF PERSONNEL
(Personnel Policy-II Branch)

NOTIFICATION

The 5th January, 2020

No. G.S.R.7/Const./Arts. 309 and 187/Amd.(12)/2021.- In exercise of the powers conferred by the proviso to article 309 and clause (b) of article 187 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab after consultation with the Speaker of the Punjab Vidhan Sabha, in so far as such consultation is necessary under the aforesaid provisions, is pleased to make the following rules further to amend the Government Employees (Conduct) Rules, 1966, namely:-

RULES

1. (a) These rules may be called the Government Employees (Conduct) (First Amendment) Rules, 2021.
(b) They shall come into force on and with effect from the date of their publication in the Official Gazette.

2. In the Government Employees (Conduct) Rules, 1966 (hereinafter referred to as the said rules), in rule 2, in clause (d), at the end, for the sign “.”, the sign “;”, shall be substituted and thereafter, the following clause shall be inserted, namely:-

(e) “workplace” includes,-

- (i) any department, organization, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the State Government;
- (ii) hospitals or nursing homes or dispensaries;
- (iii) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;
- (iv) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;
- (v) a dwelling place or a house.

3. In the said rules, in rule 3, for sub-rule (1), the following sub-rule shall be substituted, namely:-

“(1) Every Government employee shall at all time,-

- (i) maintain absolute integrity;
- (ii) maintain devotion to duty following the principle of merit, fairness and impartiality, fairness in public duty (particularly to the weaker sections) and be courteous;
- (iii) be politically neutral, uphold the supremacy of the Constitution of India, uphold the sovereignty and integrity of the country, public order, decency and morality, take decisions in public interest and use or cause to use public resources effectively, efficiently and economically;
- (iv) declare any personal interest relating to his official duty and take steps to resolve any conflicts to protect public interest;
- (v) not put himself under any financial or other obligation to any person that may influence him in performance of his duty;
- (vi) not misuse his official position by taking decisions for his personal benefits or to benefit his nears and dears;
- (vii) make choices, take decisions or make recommendations only on merit;
- (viii) not discriminate with anyone (particularly poor, underprivileged or physically challenged);
- (ix) Refrain from doing anything which is contrary to laws and established practices;
- (x) Maintain discipline in discharge of duties and implement lawful orders duly communicated to him;
- (xi) Maintain secrecy in discharge of official duties (particularly with relation to strategic, scientific or economic interest of the State), relation with any foreign country or lead to incitement of an offence or illegal gains to any person; and
- (xii) Perform official duty to the best of his ability.”

4. In the said rules, in rule 22 (A), in sub rule(2), for the existing “Explanation”, the following Explanation shall be substituted, namely:-

“Explanation.- For the purpose of these rules, sexual harassment includes unwelcome sexually determined behavior directly or indirectly, such as,-

- (i) physical contact or advances;
- (ii) demand or request for sexual favor;
- (iii) sexually colored remarks;
- (iv) showing any pornography;
- (v) any other physical, verbal or not verbal contact of sexual nature;
- (vi) promise for preferential treatment, in lieu of sexual favours;
- (vii) threat about present or future employment status for refusal of sexual favours; and
- (viii) interference in work or give any intimidating or offensive or humiliating remarks for refusal of sexual favours.

VINI MAHAJAN,

Chief Secretary to Government of Punjab.